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ABSTRACT

The Virginia Department of Education annually collects information concerning instructional personnel employed in Virginia's public schools. This publication presents information pertaining to persons employed during the 1985-86 school year. Tables display statistical imformation on: (1) distribution of instructional personnel by employment category; (2) types of certificates held by all instructional personnel, by employment category, by racial-ethnic category, and by school divisions; (3) unendorsed teaching assignments; (4) average salaries of instructional personnel from annual reports of superintendents; (5) source of new teacher supply; (6) number of new personnel employed by assignment area; (7) number of personnel completing state approved preparation programs by endorsement area; (8) number of beginning teachers from Virginia educational institutions employed in Virginia; (9) employed instructional personnel by state in which last degree was earned; (10) distribution of instructional personnel by age; and (11) distribution of instructional personnel by total years of professional experience. (JD)

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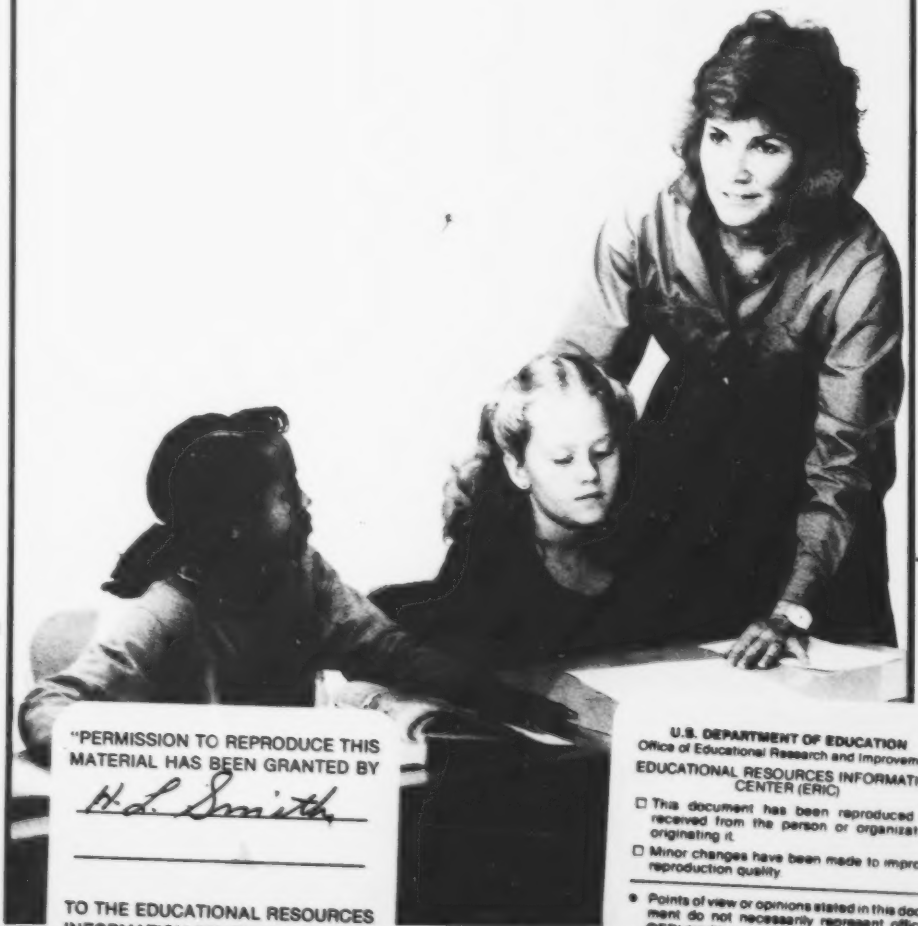
A Report For The Year 1985-86



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VIRGINIA'S SUPPLY OF PUBLIC SCHOOL PERSONNEL

A Report For The Year 1985-86

Divisions of Teacher Education and Certification
and Management Information Services
Commonwealth of Virginia
Department of Education, Richmond, VA 23216
December 1986

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INTRODUCTION

The Virginia Department of Education annually collects information concerning instructional personnel employed in Virginia's public schools. This publication presents information pertaining to persons employed during the 1985-86 school year. Data were supplied by local school division superintendents and by the Division of Management Information Services, Virginia Department of Education.

Additional statistical data on Virginia's public schools are presented in the annual publication, *Facing Up*, which is available from the Office of Community Relations, Department of Education, P.O. Box 60, Richmond, Virginia, 23216-2060. It is hoped that this information will be useful to citizens as well as to professional educators.

James M. Patton, Director
Teacher Education and Certification

OVERVIEW

In 1985-86, 66,773 persons were employed by Virginia's public schools as teachers and other instructional personnel. This total was 1,305, or two percent more than the number employed in 1984-85.

During 1985-86, the number of persons holding Postgraduate Professional Certificates increased slightly over the figures for 1984-85, and the number of teachers holding Collegiate Professional Certificates also increased in the same period. The number of Provisional Certificates issued increased by 1.8 percent. Certificates for vocational education decreased from 788 in 1984-85 to 771 in 1985-86.

Of the 3,376 new employees in Virginia's public schools during 1985-86, 1,423 (42 percent) earned their most recent degree in Virginia, and 80.5 percent of the beginning degree teachers trained in Virginia attended state-supported schools. The largest number of teachers prepared in the public and private institutions of higher education was in the field of Health and Physical Education.

The total number of instructional personnel employed in the public schools showed a slight increase for persons with degrees from out-of-state institutions. In 1984-85, 23,358 persons with degrees from out-of-state institutions were employed, while in 1985-86, the number was 23,934. Of the 66,773 instructional personnel the number of persons with degrees from Virginia institutions increased from 40,708 in 1984-85 to 41,293 in 1985-86.

Approximately 40 percent of the instructional personnel for 1985-86 are in the 31-41 age category with 15 percent in the 51 or over category.

For 1985-86 the highest percentage of instructional personnel, 46 percent have 6-15 years of experience. Sixteen percent have five years or less and 15 percent have completed from 16-20 years of experience.

In 1985-86 the Beginning Teacher Assistance Program (BTAP) was implemented for all new teachers. Teachers are given three opportunities to demonstrate the 14 BTAP competencies required by the Department of Education. These include establishing clear classroom rules and applying them consistently; adapting lessons in a clear, systematic sequence consistent with the objectives of instruction. Teachers must pass the classroom-performance portion of BTAP in order to have the two-year nonrenewable provisional teaching certificate upgraded to a regular five-year renewable certificate. The classroom assessment is performed by trained BTAP observers.

Of the first group of 668 teachers assessed on classroom performance in the fall of 1985, 55 percent passed. Of a second group of 319 beginning teachers assessed for the first time in the spring of 1986, 69 percent passed.

Of the teachers in the first group who did not demonstrate the 14 competencies, 45 percent were given BTAP assistance. After assistance, they were observed a second time in the spring of 1986 and 98 percent of these teachers demonstrated the competencies. The remaining two percent of teachers who failed to demonstrate the required competencies in their second assessment will receive BTAP assistance and be observed a third and final time.

TABLE 1

Distribution of Instructional Personnel by Employment Category

	1984-85	1985-86	Increase/ Decrease
SUPERVISORY AND SUPPORTIVE PERSONNEL			
Male	631	618	-13
Female	860	889	29
Total	1,491	1,507	16
PRINCIPALS AND ASSISTANT PRINCIPALS			
Male	2,183	2,161	-22
Female	813	860	47
Total	2,996	3,021	25
SUBTOTAL OF SUPERVISORY AND SUPPORT PERSONNEL	4,487	4,528	41
ELEMENTARY TEACHERS			
Male	3,330	3,295	-35
Female	29,640	30,386	746
Total	32,970	33,681	711
SECONDARY TEACHERS			
Male	9,809	9,873	64
Female	18,202	18,691	489
Total	28,011	28,564	553
SUBTOTAL OF ELEMENTARY AND SECONDARY TEACHERS	60,981	62,245	1,264
GRAND TOTAL OF ALL PERSONNEL			
Male	15,953	15,947	-6
Female	49,515	50,826	1,311
Total	65,468	66,773	1,305

TABLE 2

Types of Certificates Held by All Instructional Personnel

	Postgraduate Professional	Collegiate Professional	Provisional	Pupil Personnel Services	Vocational Education	Other*	Total Number	Increase/ Decrease
1980-81	20,767	42,366	434	191	902	681	65,341	100
	31.8%	64.8%	.7%	.3%	1.4%	1.0%		
1981-82	20,911	41,386	641	191	912	512	64,553	-788
	32.4%	64.1%	1.0%	.3%	1.4%	.8%		
1982-83	21,517	40,328	951	170	865	350	64,181	-372
	33.5%	62.8%	1.5%	.3%	1.3%	.5%		
1983-84	21,707	39,915	1,381	171	812	455	64,441	260
	33.7%	61.9%	2.1%	.3%	1.3%	.7%		
1984-85	21,979	40,121	1,843	163	788	574	65,468	1,027
	33.6%	61.3%	2.8%	.2%	1.2%	.9%		
1985-86	22,008	40,449	2,657	167	771	721	66,773	1,305
	33.0%	60.6%	4.0%	.3%	1.2%	1.1%		

*Persons holding Collegiate, Normal Professional or Special Licenses are included in the "Other" category. The Department no longer issues certificates in this category.

TABLE 3

Types of Certificates Held Employment Category

TYPE OF CERTIFICATE	1985-86 Males	Percent	Females	Percent	TOTAL Number	Percent	1984-85 TOTAL Number	1985-86 Increase/ Decrease
SUPERVISORY AND SUPPORTIVE PERSONNEL								
Postgraduate Professional	548	88.7%	676	76.0%	1,224	81.2%	1,205	1.6%
Collegiate Professional	28	4.5%	116	13.0%	144	9.6%	150	-4.0%
Provisional	2	.3%	7	.8%	9	.6%	10	-10.0%
Pupil Personnel Services	23	3.7%	60	6.7%	83	5.5%	77	7.8%
Vocational Education	0	.0%	3	.3%	3	.2%	3	none
Other	17	2.8%	27	3.0%	44	2.9%	46	-4.3%
Total	618		889		1,507		1,491	
PRINCIPALS AND ASSISTANT PRINCIPALS								
Postgraduate Professional	2,127	98.4%	841	97.8%	2,968	98.2%	2,943	.8%
Collegiate Professional	28	1.3%	15	1.7%	43	1.4%	36	19.4%
Provisional	1	.0%	3	.3%	4	.1%	11	-63.6%
Pupil Personnel Services	1	.0%	0	.0%	1	.0%	3	-66.7%
Vocational Education	0	.0%	0	.0%	0	.0%	1	-100.0%
Other	4	.2%	1	.1%	5	.2%	2	150.0%
Total	2,161		860		3,021		* 2,996	

TYPE OF CERTIFICATE	1985-86 Males	Percent	Females	Percent	TOTAL Number	Percent	1984-85 TOTAL Number	1985-86 Increase/ Decrease
ELEMENTARY TEACHERS								
Postgraduate Professional	1,085	32.9%	7,152	23.5%	8,237	24.5%	8,206	.4%
Collegiate Professional	2,031	61.6%	21,881	72.0%	23,912	71.0%	23,750	.7%
Provisional	140	4.2%	1,036	3.4%	1,176	3.5%	765	53.7%
Pupil Personnel Services	3	.1%	13	.0%	16	.0%	18	-11.1%
Vocational Education	1	.0%	0	.0%	1	.0%	1	none
Other	35	1.1%	304	1.0%	339	1.0%	230	47.4%
Total	3,295		30,386		33,681		32,970	
SECONDARY TEACHERS								
Postgraduate Professional	3,723	37.7%	5,856	31.3%	9,579	33.5%	9,625	-.5%
Collegiate Professional	4,926	49.9%	11,424	61.1%	16,350	57.2%	16,185	1.0%
Provisional	513	5.2%	955	5.1%	1,468	5.1%	1,057	38.9%
Pupil Personnel Services	28	.3%	39	.2%	67	.2%	65	3.1%
Vocational Education	522	5.6%	215	1.2%	767	1.2%	783	-2.0%
Other	131	1.3%	202	1.1%	333	1.1%	296	-12.5%
Total	9,873		18,691		28,564		28,011	
GRAND TOTALS								
Postgraduate Professional	7,483	46.9%	14,525	28.6%	22,008	33.0%	21,979	.1%
Collegiate Professional	7,013	44.0%	33,436	65.8%	40,449	60.6%	40,121	.8%
Provisional	656	4.1%	2,001	3.9%	2,657	4.0%	1,843	44.2%
Pupil Personnel Services	55	.3%	112	.2%	167	.3%	163	2.5%
Vocational Education	553	3.5%	218	.4%	771	1.2%	788	-2.2%
Other	187	1.2%	534	1.1%	721	1.1%	574	25.6%
Total	15,947		50,826		66,773		65,468	

TABLE 4

Types of Certificates Held by Racial-Ethnic Category 1985-86

Type of Certificates	American Indian or Alaskan Native			Asian or Pacific Islander			Black Not of Hispanic Origin			Hispanic			White Not of Hispanic Origin			Total		
	No.	**	%	No.	**	%	No.	**	%	No.	**	%	No.	**	%	No.	**	%
SUPERVISORY AND SUPPORTIVE PERSONNEL																		
Postgraduate Professional	0	0	.0	2	1	.1	221	2	14.7	3	0	.2	998	16	66.2	1,224	19	81.2
Collegiate Professional	0	0	.0	0	0	.0	30	2	2.0	1	0	.1	113	-7	7.5	144	6	9.6
Provisional	0	0	.0	0	0	.0	2	0	.1	1	1	.1	6	-2	.4	9	-1	.6
Pupil Personnel Services	0	0	.0	0	0	.0	20	0	1.3	0	0	.0	63	6	4.2	83	6	5.5
Vocational Education	0	0	.0	0	0	.0	0	0	.0	0	0	.0	3	0	.2	3	-1	.2
Other	0	0	.0	0	0	.0	8	-1	.5	0	0	.0	36	-1	2.4	44	-2	2.9
Total S & S Personnel ...	0	-0	.0	2	1	.1	281	4	18.6	5	1	.3	1,219	-12	80.9	1,507	16	100.0
PRINCIPALS AND ASSISTANT PRINCIPALS																		
Postgraduate Professional	2	-2	.1	1	1	.0	573	7	19.0	3	0	.1	2,389	19	79.1	2,968	25	98.2
Collegiate Professional	0	0	.0	0	0	.0	11	4	.4	0	0	.0	32	3	1.1	43	7	1.4
Provisional	0	0	.0	0	0	.0	1	0	.0	0	0	.0	3	-7	.1	4	7	.1
Pupil Personnel Services	0	0	.0	0	0	.0	0	0	.0	0	0	.0	1	-2	.0	1	-2	.0
Vocational Education	0	0	.0	0	0	.0	0	0	.0	0	0	.0	0	1	.0	0	-1	.0
Other	0	0	.0	0	0	.0	0	0	.0	1	1	.0	4	2	.1	5	-3	.2
Total Principals	2	-2	.1	1	1	.0	585	11	19.4	4	1	.1	2,429	14	80.4	3,021	25	100.0

Type of Certificates	American Indian or Alaskan Native			Asian or Pacific Islander			Black Not of Hispanic Origin			Hispanic			White Not of Hispanic Origin			Total		
	No.	**	%	No.	**	%	No.	**	%	No.	**	%	No.	**	%	No.	**	%
ELEMENTARY TEACHERS																		
Postgraduate Professional	16	-3	.0	13	2	.0	1,690	-3	5.0	11	-6	.0	6,507	41	19.3	8,327	31	24.5
Collegiate Professional	30	3	.1	49	0	.1	4,741	-79	14.1	58	7	.2	19,034	231	56.5	23,912	162	71.0
Provisional	2	2	.0	5	2	.0	122	37	.4	11	6	.0	1,036	364	3.1	1,176	411	3.5
Pupil Personnel Services	0	0	.0	0	0	.0	3	1	.0	0	0	.0	13	-3	.0	16	-2	.0
Vocational Education	0	0	.0	0	0	.0	0	0	.0	0	0	.0	1	0	.0	1	0	.0
Other	1	0	.0	1	0	.0	55	29	.2	4	2	.0	278	79	.8	339	109	1.0
Total Elementary Teachers	49	2	.1	68	4	.2	6,611	-15	19.6	84	9	.2	26,869	712	79.8	33,681	711	100.0
SECONDARY TEACHERS																		
Postgraduate Professional	17	-1	.1	15	1	.1	1,671	-21	5.9	48	4	.2	7,828	-29	27.4	9,579	46	33.5
Collegiate Professional	25	-2	.1	48	3	.2	2,751	-56	9.6	84	4	.3	13,442	216	47.1	16,350	165	57.2
Provisional	3	3	.0	11	6	.0	164	53	.6	26	6	.1	1,264	344	4.4	1,468	411	5.1
Pupil Personnel Services	0	0	.0	0	0	.0	12	1	.0	0	0	.0	55	1	.2	67	2	.2
Vocational Education	2	0	.0	1	0	.0	67	-2	.2	0	0	.0	697	14	2.4	767	-16	2.7
Other	0	0	.0	0	3	.0	42	13	.1	8	0	.0	283	29	1.0	333	37	1.2
Total Secondary Teachers	47	-1	.2	75	7	.3	4,707	-12	16.5	166	14	.6	23,569	547	82.5	28,564	553	100.0
TOTAL INSTRUCTIONAL STAFF																		
Postgraduate Professional	35	-6	.1	31	-5	.0	4,155	-15	6.2	65	2	.1	17,722	47	26.5	22,008	29	33.0
Collegiate Professional	55	0	.1	97	2	.1	7,533	129	11.3	143	11	.2	32,621	443	48.9	40,449	328	60.6
Provisional	5	5	0	16	8	.0	289	90	.4	38	13	.1	2,309	699	3.5	2,657	814	4.0
Pupil Personnel Services	0	0	0	0	0	.0	35	2	.1	0	0	.0	132	2	.2	167	5	.3
Vocational Education	2	0	0	1	0	.0	67	-2	.2	0	0	.0	701	-15	1.0	711	-17	1.2
Other	1	-1	0	1	3	.0	105	41	.2	13	3	.0	601	109	.9	721	147	1.1
Total Staff	98	-2	.1	146	13	.2	2,184	-13	18.2	259	20	.4	54,086	1,285	81.0	66,773	1,305	100.0

**Numbers indicate increase or decrease from previous year, 1984-85.

TABLE 5

Types of Certificates Held by All Instructional Personnel by School Division, 1985-86

Counties	Postgraduate Professional	Collegiate Professional	Provisional	Pupil Personnel Services	Vocational Education	Other*	Total Number
Accomack	103	219	27	1	4	11	365
	28.2%	60.0%	7.4%	.3%	1.1%	3.0%	
Albemarle	241	403	37	5	0	11	697
	34.6%	57.8%	5.3%	.7	.0%	1.6%	
Alleghany Highlands	6[illegible]	172	10	0	0	2	253
	27.3%	68.0%	4.0%	.0%	.0%	.8%	
Amelia	25	74	5	0	0	1	105
	23.8%	70.5%	4.8	.0%	.0%	1.0%	
Amherst	112	209	5	1	5	1	333
	33.6%	62.8%	1.5%	.3%	1.5%	.3%	
Appomattox	42	110	4	0	3	1	160
	26.3%	68.8%	2.5%	.0%	1.9%	.6%	
Arlington	496	532	72	4	12	12	1,128
	44.0%	47.2%	6.4%	.4%	1.1%	1.1%	
Augusta	206	485	7	6	0	0	704
	29.3%	68.9%	1.0%	.9%	.0%	.0%	
Bath	17	70	5	2	4	1	99
	17.2%	70.7%	5.1%	2.0%	4.0%	1.0%	
Bedford	151	315	19	0	6	12	503
	30.0%	62.6%	3.8%	.0%	1.2%	2.4%	
Bland	18	59	1	0	0	2	80
	22.5%	73.8%	1.3%	.0%	.0%	2.5%	
Botetourt	92	193	4	0	8	2	299
	30.8%	64.5%	1.3%	.0%	2.7%	.7%	
Brunswick	48	145	9	0	2	1	205
	23.4%	70.7%	4.4%	.0%	1.0%	.5%	

TABLE 5 — *Continued*

Types of Certificates Held by All Instructional Personnel by School Division, 1985-86

Counties	Postgraduate Professional	Collegiate Professional	Provisional	Pupil Personnel Services	Vocational Education	Other*	Total Number
Buchanan	176	383	11	0	16	0	586
	30.0%	65.4%	1.9%	.0%	2.7%	.0%	
Buckingham	47	108	5	0	3	0	163
	28.8%	66.3%	3.1%	.0%	1.8%	.0%	
Campbell	193	386	18	0	7	6	610
	31.6%	63.3%	3.0%	.0%	1.1%	1.0%	
Caroline	62	158	21	0	3	1	245
	25.3%	64.5%	8.6%	.0%	1.2%	.4%	
Carroll	122	190	6	0	8	0	326
	37.4%	58.3%	1.8%	.0%	2.5%	.0%	
Charles City	28	65	6	0	0	1	100
	28.0%	65%	6.0%	.0%	.0%	1.0%	
Charlotte	45	110	4	0	2	2	163
	27.6%	67.5%	2.5%	.0%	1.2%	1.2%	
Chesterfield	599	1,758	74	2	14	17	2,464
	24.3%	71.3%	3.0%	.1%	.6%	.7%	
Clarke	31	71	12	1	0	1	116
	26.7%	61.2%	10.3%	.9%	.0%	.9%	
Craig	14	35	3	0	0	0	52
	26.9%	67.3%	5.8%	.0%	.0%	.0%	
Culpeper	82	192	19	1	0	8	302
	27.2%	63.6%	6.3%	.3%	.0%	2.6%	
Cumberland	17	66	14	1	3	0	101
	16.8%	65.3%	13.9%	1.0%	3.0%	.0%	
Dickenson	78	192	10	0	10	1	291
	26.8%	66.0%	3.4%	.0%	3.4%	.3%	

TABLE 5 — *Continued*

Types of Certificates Held by All Instructional Personnel by School Division, 1985-86

Counties	Postgraduate Professional	Collegiate Professional	Provisional	Pupil Personnel Services	Vocational Education	Other*	Total Number
Dinwiddie	101	180	4	0	2	5	292
	34.6%	61.6%	1.4%	.0%	.7%	1.7%	
Essex	28	85	4	0	3	0	120
	23.3%	70.8%	3.3%	.0%	2.5%	.0%	
Fairfax	2,836	4,580	400	17	48	292	8,173
	34.7%	56.0%	4.9%	.2%	.6%	3.6%	
Fauquier	117	340	36	0	4	26	523
	22.4%	65.0%	6.9%	.0%	.8%	5.0%	
Floyd	37	91	6	0	3	4	141
	26.2%	64.5%	4.3%	.0%	2.1%	2.8%	
Fluvanna	38	103	6	0	0	0	147
	25.9%	70.1%	4.1%	.0%	.0%	.0%	
Franklin	99	291	13	2	4	0	409
	24.2%	71.1%	3.2%	.5%	1.0%	.0%	
Frederick	98	358	22	1	0	5	484
	20.2%	74.0%	4.5%	.2%	.0%	1.0%	
Giles	86	123	4	0	10	1	224
	38.4%	54.9%	1.8%	.0%	4.5%	.4%	
Gloucester	79	171	14	2	6	3	275
	28.7%	62.2%	5.1%	.7%	2.2%	1.1%	
Goochland	44	94	7	0	0	3	148
	29.7%	63.5%	4.7%	.0%	.0%	2.0%	
Grayson	32	98	5	0	1	0	136
	23.5%	72.1%	3.7%	.0%	.7%	.0%	
Greene	35	80	10	0	1	1	127
	27.6%	63.0%	7.9%	.0%	.8%	.8%	

TABLE 5 — *Continued*

Types of Certificates Held by All Instructional Personnel by School Division, 1985-86

Counties	Postgraduate Professional	Collegiate Professional	Provisional	Pupil Personnel Services	Vocational Education	Other*	Total Number
Greensville	39	162	16	1	8	1	227
	17.2%	71.4%	7.0%	.4%	3.5%	.4%	
Halifax	190	226	17	0	4	3	440
	43.2%	51.4%	3.9%	.0%	.9%	.7%	
Hanover	198	487	22	0	0	2	709
	27.9%	68.7%	3.1%	.0%	.0%	.3%	
Henrico	783	1,274	36	12	22	7	2,134
	36.7%	59.7%	1.7%	.6%	1.0%	.3%	
Henry	264	418	33	0	6	10	731
	36.1%	57.2%	4.5%	.0%	.8%	1.4%	
Highland	5	27	1	0	0	4	37
	13.5%	73.0%	2.7%	.0%	.0%	10.8%	
Isle of Wight	80	186	9	0	2	3	280
	28.6%	66.4%	3.2%	.0%	.7%	1.1%	
King George	27	106	8	0	3	8	152
	17.8%	69.7%	5.3%	.0%	2.0%	5.3%	
King & Queen	15	62	2	0	1	2	82
	18.3%	75.6%	2.4%	.0%	1.2%	2.4%	
King William	23	73	14	0	2	1	113
	20.4%	64.6%	12.4%	.0%	1.8%	.9%	
Lancaster	19	76	5	0	0	1	101
	18.8%	75.2%	5.0%	.0%	.0%	1.0%	
Lee	119	230	19	0	11	0	379
	31.4%	60.7%	5.0%	.0%	2.9%	.0%	
Loudoun	272	597	60	2	14	1	946
	28.8%	63.1%	6.3%	.2%	1.5%	.1%	

TABLE 5 — *Continued*

Types of Certificates Held by All Instructional Personnel by School Division, 1985-86

Counties	Postgraduate Professional	Collegiate Professional	Provisional	Pupil Personnel Services	Vocational Education	Other*	Total Number
Louisa	60	163	26	0	5	3	257
	23.3%	63.4%	10.0%	.0%	1.9%	1.2%	
Lunenburg	53	103	1	0	1	1	159
	33.3%	64.8%	.6%	.0%	.6%	.6%	
Madison	37	88	8	1	0	2	136
	27.2%	64.7%	5.9%	.7%	.0%	1.5%	
Mathews	30	54	5	0	1	1	91
	33.0%	59.3%	5.5%	.0%	1.1%	1.1%	
Mecklenburg	102	254	23	0	7	3	389
	26.2%	65.3%	5.9%	.0%	1.8%	.8%	
Middlesex	17	68	5	0	1	2	93
	18.3%	73.1%	5.4%	.0%	1.1%	2.2%	
Montgomery	234	336	19	1	9	4	603
	38.8%	55.7%	3.2%	.2%	1.5%	.7%	
Nelson	46	115	4	0	3	1	169
	27.2%	68.0%	2.4%	.0%	1.8%	.6%	
New Kent	24	98	4	1	0	1	128
	18.8%	76.6%	3.1%	.8%	.0%	.8%	
Northampton	56	110	16	1	2	0	185
	30.3%	59.5%	8.6%	.5%	1.1%	.0%	
Northumberland	29	68	8	0	0	0	105
	27.6%	64.8%	7.6%	.0%	.0%	.0%	
Nottoway	57	104	6	0	0	1	168
	33.9%	61.9%	3.6%	.0%	.0%	.6%	
Orange	59	168	13	1	2	2	245
	24.1%	68.6%	5.3%	.4%	.8%	.8%	

TABLE 5 — *Continued*

Types of Certificates Held by All Instructional Personnel by School Division, 1985-86

Counties	Postgraduate Professional	Collegiate Professional	Provisional	Pupil Personnel Services	Vocational Education	Other*	Total Number
Page	43	185	5	0	2	0	235
	18.3%	78.7%	2.1%	.0%	.9%	.0%	
Patrick	59	124	16	0	4	1	204
	28.9%	60.8%	7.8%	.0%	2.0%	.5%	
Pittsylvania	331	447	12	0	13	3	806
	41.1%	55.5%	1.5%	.0%	1.6%	.4%	
Powhatan	30	110	12	0	1	0	153
	19.6%	71.9%	7.8%	.0%	.7%	.0%	
Prince Edward	51	107	6	3	2	0	169
	30.2%	63.3%	3.6%	1.8%	1.2%	.0%	
Prince George	110	217	8	0	1	1	337
	32.6%	64.4%	2.4%	.0%	.3%	.3%	
Prince William	750	1,394	156	1	16	21	2,338
	32.1%	59.6%	6.7%	.0%	.7%	.9%	
Pulaski	170	238	14	0	11	5	438
	38.8%	54.3%	3.2%	.0%	2.5%	1.1%	
Rappahannock	12	49	15	0	0	1	77
	15.6%	63.6%	19.5%	.0%	.0%	1.3%	
Richmond	15	69	4	0	1	1	90
	16.7%	76.7%	4.4%	.0%	1.1%	1.1%	
Roanoke	436	607	23	3	18	0	1,087
	40.1%	55.8%	2.1%	.3%	1.7%	.0%	
Rockbridge	70	152	13	2	6	3	246
	28.5%	61.8%	5.3%	.8%	2.4%	1.2%	
Rockingham	204	418	12	1	0	1	636
	32.1%	65.7%	1.9%	.2%	.0%	.2%	

TABLE 5 — *Continued*

Types of Certificates Held by All Instructional Personnel by School Division, 1985-86

Counties	Postgraduate Professional	Collegiate Professional	Provisional	Pupil Personnel Services	Vocational Education	Other*	Total Number
Russell	161	216	12	1	19	4	413
	39.0%	52.3%	2.9%	.2%	4.6%	1.0%	
Scott	104	180	7	0	10	1	302
	34.4%	59.6%	2.3%	.0%	3.3%	.3%	
Shenandoah	82	258	13	1	8	1	363
	22.6%	71.1%	3.6%	.3%	2.2%	.3%	
Smyth	151	239	4	0	14	0	408
	37.0%	58.6%	1.0%	.0%	3.4%	.0%	
Southampton	37	158	3	0	2	2	202
	18.3%	78.2%	1.5%	.0%	1.0%	1.0%	
Spotsylvania	110	420	25	2	10	3	570
	19.3%	73.7%	4.4%	.4%	1.8%	.5%	
Stafford	148	481	48	2	11	7	697
	21.1%	69.0%	6.9%	.3%	1.6%	1.0%	
Surry	9	78	3	1	0	0	91
	9.9%	85.7%	3.3%	1.1%	.0%	.0%	
Sussex	44	73	0	0	0	1	118
	37.3%	61.9%	.0%	.0%	.0%	.8%	
Tazewell	195	408	13	0	20	1	637
	30.6%	64.1%	2.0%	.0%	2.1%	.2%	
Warren	70	178	12	2	6	2	270
	25.9%	65.9%	4.4%	.7%	2.2%	.7%	
Washington	219	301	8	1	20	0	549
	39.9%	54.8%	1.5%	.2%	3.6%	.0%	
Westmoreland	45	84	10	0	1	2	142
	31.7%	59.2%	7.0%	.0%	.7%	1.4%	

TABLE 5 — *Continued*

Types of Certificates Held by All Instructional Personnel by School Division, 1985-86

Counties	Postgraduate Professional	Collegiate Professional	Provisional	Pupil Personnel Services	Vocational Education	Other*	Total Number
Wise	277	302	11	0	27	2	619
	44.7%	48.8%	1.8%	.0%	4.4%	.3%	
Wythe	105	208	12	1	8	1	335
	31.3%	62.8%	3.6%	.3%	2.4%	.3%	
York	169	382	25	1	1	3	581
	29.1%	65.7%	4.3%	.2%	.2%	.5%	
CITIES							
Alexandria	335	406	62	6	7	19	835
	40.1%	48.6%	7.4%	.7%	.8%	2.3%	
Bristol	88	131	7	1	6	2	235
	37.4%	55.7%	3.0%	.4%	2.6%	.9%	
Buena Vista	36	58	1	0	0	1	96
	37.5%	60.4%	1.0%	.0%	.0%	1.0%	
Charlottesville	201	186	15	0	0	3	405
	49.6%	45.9%	3.7%	.0%	.0%	.7%	
Chesapeake	541	966	66	0	11	7	1,591
	34.0%	60.7%	4.1%	.0%	.7%	.4%	
Colonial Heights	62	153	5	2	3	0	225
	27.6%	68.0%	2.2%	.9%	1.3%	.0%	
Covington	28	76	3	0	0	1	108
	25.9%	70.4%	2.8%	.0%	.0%	.9%	
Danville	227	295	3	0	6	0	531
	42.7%	55.6%	.6%	.0%	1.1%	.0%	
Falls Church	54	28	12	1	0	0	95
	56.8%	29.5%	12.6%	1.1%	.0%	.0%	

TABLE 5 — *Continued*

Types of Certificates Held by All Instructional Personnel by School Division, 1985-86

CITIES	Postgraduate Professional	Collegiate Professional	Provisional	Pupil Personnel Services	Vocational Education	Other*	Total Number
Franklin City	45	72	4	0	0	2	123
	36.6%	58.5%	3.3%	.0%	.0%	1.6%	
Fredericksburg	54	105	7	0	1	1	168
	32.1%	62.5%	4.2%	.0%	.6%	.6%	
Galax	23	63	0	0	1	0	87
	26.4%	72.4%	.0%	.0%	1.1%	.0%	
Hampton	469	817	45	8	0	16	1,355
	34.6%	60.3%	3.3%	.6%	.0%	1.2%	
Harrisonburg	87	122	6	1	0	2	218
	39.9%	56.0%	2.8%	.5%	.0%	.9%	
Hopewell	93	188	9	0	8	1	299
	31.1%	62.9%	3.0%	.0%	2.7%	.3%	
Lexington	10	34	0	0	0	2	46
	21.7%	73.9%	.0%	.0%	.0%	4.3%	
Lynchburg	343	334	24	0	5	12	718
	47.8%	46.5%	3.3%	.0%	.7%	1.7%	
Manassas	65	188	24	3	1	2	283
	23.0%	66.4%	8.5%	1.1%	.4%	.7%	
Manassas Park	18	66	13	0	1	6	104
	17.3%	63.5%	12.5%	.0%	1.0%	5.8%	
Martinsville	101	121	9	1	5	0	237
	42.6%	51.1%	3.8%	.4%	2.1%	.0%	
Newport News	576	1,011	57	17	3	11	1,675
	34.4%	60.4%	3.4%	1.0%	.2%	.7%	
Norfolk	762	1,553	131	14	6	19	2,485
	30.7%	62.5%	5.3%	.6%	.2%	.8%	

TABLE 5 — *Continued*

Types of Certificates Held by All Instructional Personnel by School Division, 1985-86

CITIES	Postgraduate Professional	Collegiate Professional	Provisional	Pupil Personnel Services	Vocational Education	Other*	Total Number
Norton	22	40	1	0	0	0	63
	34.9%	63.5%	1.6%	.0%	.0%	.0%	
Petersburg	188	245	15	0	9	2	459
	41.0%	53.4%	3.3%	.0%	2.0%	.4%	
Poquoson	36	106	9	0	0	0	151
	23.8%	70.2%	6.0%	.0%	.0%	.0%	
Portsmouth	412	749	42	1	4	6	1,214
	33.9%	61.7%	3.5%	.1%	.3%	.5%	
Radford	53	69	2	0	3	0	127
	41.7%	54.3%	1.6%	.0%	2.4%	.0%	
Richmond City	883	1,205	34	18	23	11	2,174
	40.6%	55.4%	1.6%	.8%	1.1%	.5%	
Roanoke City	387	543	51	1	13	11	1,006
	38.5%	54.0%	5.1%	.1%	1.3%	1.1%	
Salem	86	170	5	0	1	0	262
	32.8%	64.9%	1.9%	.0%	.4%	.0%	
South Boston	30	29	3	0	0	0	62
	48.4%	46.8%	4.8%	.0%	.0%	.0%	
Staunton	83	145	2	0	0	2	232
	35.8%	62.5%	.9%	.0%	.0%	.9%	
Suffolk	118	432	26	0	0	1	577
	20.5%	74.9%	4.5%	.0%	.0%	.2%	
Virginia Beach	1,344	2,067	80	0	19	7	3,517
	38.2%	58.8%	2.3%	.0%	.5%	.2%	
Waynesboro	72	115	1	0	0	1	189
	38.1%	60.8%	.5%	.0%	.0%	.5%	

TABLE 5 — *Continued*

Types of Certificates Held by All Instructional Personnel by School Division, 1985-86

CITIES	Postgraduate Professional	Collegiate Professional	Provisional	Pupil Personnel Services	Vocational Education	Other*	Total Number
Williamsburg	133	194	22	2	0	0	351
	37.9%	55.3%	6.3%	.6%	.0%	.0%	
Winchester	69	169	2	2	0	5	247
	27.9%	68.4%	.8%	.8%	.0%	2.0%	
TOWNS							
Cape Charles	3	11	7	0	0	2	23
	13.0%	47.8%	30.4%	.0%	.0%	8.7%	
Colonial Beach	7	30	2	0	0	0	39
	17.9%	76.9%	5.1%	.0%	.0%	.0%	
Fries	9	22	1	0	0	0	32
	28.1%	68.8%	3.1%	.0%	.0%	.0%	
West Point	14	40	4	0	0	0	58
	24.1%	69.0%	6.9%	.0%	.0%	.0%	
VOCATIONAL TECHNICAL CENTERS							
AM-Nottoway Voc Tech	1	0	2	0	5	0	8
	12.5%	.0%	25.0%	.0%	62.5%	.0%	
Char-Albemarle Voc	6	5	1	0	7	0	19
	31.6%	26.3%	5.3%	.0%	36.8%	.0%	
D. J. Howard Voc	5	3	2	0	11	0	21
	23.8%	14.3%	9.5%	.0%	52.4%	.0%	
Jackson R. Voc	3	2	4	0	5	0	14
	21.4%	14.3%	28.6%	.0%	35.7%	.0%	

TABLE 5 — *Continued*

Types of Certificates Held by All Instructional Personnel by School Division, 1985-86

Vocational Technical Centers	Postgraduate Professional	Collegiate Professional	Provisional	Pupil Personnel Services	Vocational Education	Other*	Total Number
Massanutten Voc	3	11	2	1	13	1	31
	9.7%	35.5%	6.5%	3.2%	41.9%	3.2%	
New Horizons Voc	5	12	1	0	16	0	34
	14.7%	35.3%	2.9%	.0%	47.1%	.0%	
Northern Neck Voc	2	6	2	0	4	0	14
	14.3%	42.9%	14.3%	.0%	28.6%	.0%	
P.D. Pruden Voc	4	6	5	0	5	0	20
	20.0%	30.0%	25.0%	.0%	25.0%	.0%	
Piedmont Voc	5	3	3	0	18	0	29
	17.2%	10.3%	10.3%	.0%	62.1%	.0%	
Rowanty Voc	3	5	1	0	6	0	15
	20.0%	33.3%	6.7%	.0%	40.0%	.0%	
Valley Voc	15	12	1	0	17	0	45
	33.3%	26.7%	2.2%	.0%	37.8%	.0%	
State Totals	22,008	40,449	2,657	167	771	721	66,773
	33.0%	60.6%	4.0%	.3%	1.2%	1.1%	
Increase/Decrease from 1984-85	29	328	814	4	-17	164	1,305

*Persons holding Collegiate, Normal Professional or Special Licences are included in the "Other" category. The Department no longer issues certificates in this category.

TABLE 6

Unendorsed Teaching Assignments, 1985-86

Subject Category	Total Unendorsed*	Total Teaching	Percent Unendorsed
Elementary	374	17,339	2.16
Kindergarten	78	2,765	2.82
Elementary Art	35	400	8.75
Elementary Music	36	1,037	3.47
Elementary Health & Phy Ed.	51	983	5.19
Primary Grades 1-3	10	268	3.73
Intermediate Grades 4-7	20	249	8.03
Remedial Reading Grades 1-7	53	951	5.57
Remedial Math Grades 1-7	66	387	17.05
Elem. Prin. & Asst. Prin.	84	1,529	5.49
Sec. Prin. & Asst. Prin.	88	1,506	5.84
Elementary Guidance	31	172	18.02
Secondary Guidance	171	1,752	9.76
Librarian	51	1,820	2.80
English	359	5,666	6.34
Journalism	47	208	22.60
Speech	27	154	17.53
Dramatics	26	173	15.03
Other English	2	62	3.23
Social Studies	24	544	4.41
History	91	2,653	3.43
Economics	2	143	1.40
Sociology	9	163	5.52
Government	43	821	5.54
Geography	84	664	12.65
Psychology	12	108	11.11
Mathematics	256	4,350	5.89
Biology	60	1,684	3.56
Chemistry	39	497	7.85
Earth Science	261	770	33.90
Physics	55	319	17.24
Science Gr. 6	12	338	3.55
Physical Science Grade 8	125	874	14.30
Applied Physical Science	8	72	11.11
French	31	662	4.68
German	12	142	8.45
Latin	15	244	6.15
Russian	2	7	28.57
Spanish	58	830	6.99
Other Foreign Languages—Slavic, Italian, Greek, Oriental Chinese, Portuguese	56	317	17.67
Business Education	152	1,540	9.87
Driver Education	0	376	0.00
Secondary Health & Phy Ed.	388	2,765	14.03

TABLE 6 — *Continued*

Unendorsed Teaching Assignments, 1985-86

Subject Category	Total Unendorsed*	Total Teaching	Percent Unendorsed
Special Education			
Mentally Retarded	95	1,342	7.08
Hearing Impaired	26	169	15.38
Visually Impaired	7	59	11.86
Emotionally Disturbed	149	744	20.03
Learning Disabilities	512	3,111	16.46
Spch/Lang Disorders	27	804	3.36
S. & P. Handicapped	130	200	65.00
Pre-School Handicapped	134	364	36.81
Other Special Education — Physical Handicap NK-8, Hospital Teacher, Detention Home Teacher, and Educ. Consultant Clinics	44	77	57.14
Agriculture	15	343	4.37
Distributive Education	11	349	3.15
Home Economics	28	885	3.16
Health Occupations	11	181	6.08
Industrial Arts	52	933	5.57
Trade & Industrial Education	132	1,102	11.98
**Other Vocational Education	26	113	23.01
Art	26	726	3.58
Music	33	1,036	3.19

*This total represents the number of teachers who were assigned to teach one or more elementary grades, or one or more class periods in high school subject(s), for which they were unendorsed.

**Other Vocational Education includes individuals employed in Combined Vocational classes for the handicapped, work experience cooperative education programs for the disadvantaged and handicapped, education for employment for the disadvantaged and handicapped and apprenticeship group study.

TABLE 7

Average Salaries of Instructional Personnel From Annual Report of Superintendents

	1984-85	1983-84	1982-83
Elementary Teachers	$20,583	$18,973	$17,875
Secondary Teachers	22,135	20,589	19,426
Principals and Asst. Principals	33,018	30,989	29,247
Supervisors	34,730	32,745	30,691
All Instructional Positions	22,085	20,457	19,292

TABLE 8

Source of New Teacher Supply for 1985-86

	MOST RECENT DEGREE FROM WITHIN STATE						MOST RECENT DEGREE FROM OUT OF STATE							
	Elem.	Increase/ Decrease	High School	Increase/ Decrease	Total	Percent of Total New Teachers	Elem.	Increase/ Decrease	High School	Increase/ Decrease	Total	Percent of Total New Teachers	Grand Total	Increase/ Decrease
Beginning Degree Teachers	799	49	624	-13	1,423		424	64	368	13	792	40.6	2,215	113
Transfers	—	—	—	—			674	135	487	-38	1,161	59.4	1,161	97
Vocational Education Certificates	0	0	0	0	0		0		0		0		0	
Total	799		624		1,423	42%	1,098		855		1,953	58%	3,376	

Increase/Decrease from 1984-85

TABLE 9

Number of Beginning Teachers Employed By Assignment Area

Type of Preparation	Beginning Teachers	Beginning Teachers	Beginning Teachers	Beginning Teachers
	1985-86	1984-85	1983-84	1982-83
Elementary School	1,181	1,145	835	688
Secondary School	1,125	1,104	914	581
Agriculture	10	18	19	17
Art	14	15	18	15
Business Education	46	42	36	38
Marketing Education	20	20	17	14
Driver Education	—	—	87	88
English/Language Arts	108	124	84	81
Foreign Languages				
French	0	0	11	16
German	12	5	2	2
Latin	14	9	8	7
Spanish	43	39	15	11
Other	5	6	5	4
Slavic, Italian, Greek, Oriental, Chinese and Portuguese				
Health & Physical Ed.	51	67	56	49
Home Economics	13	25	22	19
Technology Education (Industrial Arts)	37	29	33	29

TABLE 9 — *Continued*

Number of Beginning Teachers Employed By Assignment Area

Type of Preparation	Beginning Teachers	Beginning Teachers	Beginning Teachers	Beginning Teachers
	1985-86	1984-85	1983-84	1982-83
Mathematics	150	130	104	62
Music	26	25	18	33
Science				
Biology	60	53	16	16
Chemistry	13	17	11	9
Earth & Space Science	40	47	17	11
General Science	619	41	16	13
Physics	10	8	2	3
Social Studies				
Government	0	0	0	0
History & Social Science	76	80	55	51
Psychology	0	2	0	1
Sociology	1	0	1	1
Trade & Industrial Education	55	56	41	53
Other (ungraded)**	97	87	417	409
Library Science	5	5	6	19
Special Education			144	366
Visually Impaired	1	0		
Hearing Impaired	5	5		
Emotionally Disturbed	27	27		

TABLE 9 — *Continued*

Number of Beginning Teachers Employed By Assignment Area

Type of Preparation	Beginning Teachers	Beginning Teachers	Beginning Teachers	Beginning Teachers
	1985-86	1984-85	1983-84	1982-83
Learning Disabilities	76	56		
Mentally Retarded	35	34		
Severely/Profoundly Handicapped	4	2		
Speech/Language Disorders	109	115		
Other Special Education***	2	1		
Grand Total	2,425	2,271	1,891	1,678

**Other ungraded includes Remedial Instruction secondary-not reading; Resource teaching secondary-not reading, Programs for gifted and talented; In-School Suspension; Career Education; Computer Literacy—not Business or Mathematics; Resource-Teacher reading, Audio Visual Specialist; Materials Specialist; Family Living; and Sixth grade exploratory programs. Supervisory positions not listed.

***Other Special Education includes programs for physical handicapped NK-8; Hospital teacher, Detention Home Teacher and Education Consultant Clinics.

Beginning with the school year 1984-85, the area of Special Education was divided into individual endorsement areas.

Beginning Teacher is defined as an individual with no prior experience.

TABLE 10

Number of Personnel Completing State-Approved Preparation Programs by Endorsement Area

Type of Preparation	Prepared to Teach	Prepared to Teach	Prepared to Teach	Prepared to Teach	Prepared to Teach
	1984-85	1983-84	1982-83	1981-82	1980-81
Elementary School	879	2,660	2,048	2,172	2,059
Secondary School	922	2,613	2,075	2,119	2,140
Agriculture	10	33	38	66	45
Art	19	102	100	102	122
Business Education	40	121	80	99	104
Marketing Education	37	78	50	52	53
Driver Education	34	248	188	216	227
English/Language Arts	98	277	189	208	211
Foreign Languages					
French	9	36	24	34	43
German	4	16	5	10	13
Latin	3	9	6	6	9
Russian	—	—	—	—	—
Spanish	14	39	31	33	27
Health & Physical Education	239	526	467	377	321
Home Economics	24	79	68	72	77
Technology Education (Industrial Arts)	14	70	57	70	72
Mathematics	83	163	101	99	99
Music	96	200	175	180	179
Psychology	7	20	16	28	27
Science					
Biology	51	121	89	84	100
Chemistry	19	23	16	9	12
Earth Science	12	24	21	14	15

TABLE 10 — Continued

Number of Personnel Completing State-Approved Preparation Programs by Endorsement Area

Type of Preparation	Prepared to Teach	Prepared to Teach	Prepared to Teach	Prepared to Teach	Prepared to Teach
	1984-85	1983-84	1982-83	1981-82	1980-81
General Science	12	103	103	105	130
Physics	2	12	13	9	7
Social Studies					
Government	4	25	17	10	12
History	32	58	65	63	56
History & Social Science	52	172	125	125	127
Sociology	1	17	7	16	18
Trade & Industrial Education	6	41	24	30	34
Special Education*			838	829	804
Visually Impaired	0	3			
Hearing Impaired	6	13			
Emotionally Disturbed	52	158			
Mentally Retarded	108	443			
Learning Disabilities	62	170			
Pre-School Handicapped	4	20			
Severely/Profoundly Handicapped	7	16			
Spch/Lang Disorders	38	87			
Other (Ungraded)**	312	1,081	957	934	936
Guidance	9	40	24	17	26
Library Science	14	80	59	65	60
Reading Specialist	1	38	0	0	0
School Psychologist	11	13	0	0	0
Grand Total	1,663	4,744	3,842	4,056	4,096

*Beginning with the 1983-84 school year, Special Education was divided into the individual endorsement areas.

**Other ungraded includes remedial instruction; secondary-not reading; resource teaching secondary-not reading for gifted talented students; in-school suspension; career education, computer literacy-not business or mathematics, resource teacher-reading, audio-visual specialist; materials specialist, athletic directors/sponsers, cooperative office education coordinator, hospital teacher, detention home teacher, education consultant clinics, military science, agricultural education occupational experience coordinator, vocational education work programs for handicapped and disadvantaged, family living and sixth-grade exploratory programs. Supervisory positions not specifically identified.

TABLE 11

Number of Beginning Teachers Employed In Virginia In 1985-86 From Virginia Higher Educational Institutions

	COLLEGIATE PROFESSIONAL						PROVISIONAL							
PUBLIC INSTITUTIONS	Elem.	%	High School	%	Total	%	Elem.	%	High School	%	Total	%	Grand Total	%
Christopher Newport College	20	2.8	9	1.9	29	2.4	0	.0	0	.0	0	.0	29	2.3
Clinch Valley College	25	3.5	9	1.9	34	2.8	1	7.7	0	.0	1	2.5	35	2.8
College of William & Mary	19	2.6	11	2.3	30	2.5	0	0	2	7.4	2	5.0	32	2.6
George Mason University	41	5.7	15	3.1	56	4.7	1	7.7	1	3.7	2	5.0	58	4.7
Longwood College	63	8.7	29	6.1	92	7.7	1	7.7	1	3.7	2	5.0	94	7.6
James Madison University	98	13.5	60	12.6	158	13.2	4	30.8	2	7.4	6	15.0	164	13.2
Mary Washington College	23	3.2	19	4.0	42	3.5	0	.0	0	.0	0	.0	42	3.4
Norfolk State University	22	3.0	13	2.7	35	2.9	0	.0	1	3.7	1	2.5	36	2.9
Old Dominion University	77	10.6	35	7.3	112	9.3	2	15.4	1	3.7	3	7.5	115	9.3
Radford University	78	10.8	33	6.9	111	9.2	0	0	0	.0	0	.0	111	8.9
University of Virginia	18	2.5	22	4.6	40	3.3	2	15.4	4	14.8	6	15.0	46	3.7
Virginia Commonwealth University	58	8.0	38	8.0	96	8.0	0	.0	0	.0	0	.0	96	7.7
Virginia Polytechnic Institute and State University	53	7.3	74	15.5	127	10.6	1	7.7	5	18.5	6	15.0	133	10.7
Virginia State University	20	2.8	17	3.6	37	3.1	0	.0	1	3.7	1	2.5	38	3.1
State College Totals	615	84.9	384	80.5	999	83.2	12	92.3	18	66.7	30	75.0	1,029	82.9

TABLE 11 — *Continued*

Number of Beginning Teachers Employed In Virginia In 1985-86 From Virginia Higher Educational Institutions

PRIVATE INSTITUTIONS*	COLLEGIATE PROFESSIONAL						PROVISIONAL							
	Elem.	%	High School	%	Total	%	Elem.	%	High School	%	Total	%	Grand Total	%
Averett College	11	1.5	4	.8	15	1.2	0	.0	0	.0	0	.0	15	1.2
Bridgewater College	10	1.4	9	1.9	19	1.6	0	.0	0	.0	0	.0	19	1.5
Eastern Mennonite College	6	.8	4	.8	10	.8	0	.0	0	.0	0	.0	10	.8
Emory & Henry College	13	1.8	14	2.9	27	2.2	0	.0	1	3.7	1	2.5	28	2.3
Hampden Sydney College	1	.1	2	.4	3	.2	0	.0	0	.0	0	.0	3	.2
Hampton University	4	.6	8	1.7	12	1.0	1	7.7	1	3.7	2	5.0	14	1.1
Hollins College	1	.1	1	.2	2	.2	0	.0	0	.0	0	.0	2	.2
Lynchburg College	11	1.5	17	3.6	28	2.3	0	.0	0	.0	0	.0	28	2.3
Mary Baldwin College	14	1.9	5	1.0	19	1.6	0	.0	0	.0	0	.0	19	1.5
Randolph-Macon College	1	.1	5	1.0	6	.5	0	.0	1	3.7	1	2.5	7	.6
Randolph-Macon Woman's College	4	.6	3	.6	7	.6	0	.0	0	.0	0	.0	7	.6
University of Richmond	6	.8	6	1.3	12	1.0	0	.0	2	7.4	2	5.0	14	1.1
Roanoke College	8	1.1	5	1.0	13	1.1	0	.0	0	.0	0	.0	13	1.0
Shenandoah College of Music	2	.3	3	.6	5	.4	0	.0	0	.0	0	.0	5	.4
St. Paul's College	6	.8	2	.4	8	.7	0	.0	0	.0	0	.0	8	.6
Sweet Briar College	2	.3	0	.0	2	.2	0	.0	0	.0	0	.0	2	.3
Virginia Intermont College	0	0	1	.2	1	.1	0	.0	0	.0	0	.0	1	.1
Virginia Union University	3	.4	1	.2	4	.3	0	.0	3	11.1	3	7.5	7	.6
Virginia Wesleyan College	6	.8	3	.6	9	.7	0	.0	0	.0	0	.0	9	.7
Washington & Lee University	0	.0	0	.0	0	.0	0	.0	1	3.7	1	2.5	1	.1
Private College Totals	109	15.1	93	19.5	202	16.8	1	7.7	9	33.3	10	25.0	212	17.1
GRAND TOTAL	724	100.0	477	100.0	1,201	100.0	13	100.0	27	100.0	40	100.0	1,241	100.0

*Statistics not available for Bluefield College, Liberty University or Marymount University.

TABLE 12

Employed Instructional Personnel By State In Which Last Degree Was Earned

STATE	1984-85	1985-86
Alabama	246	244
Arizona	75	84
Arkansas	84	89
California	339	365
Colorado	182	177
Connecticut	208	200
Delaware	85	91
Florida	543	562
Georgia	365	382
Idaho	18	20
Illinois	454	474
Indiana	428	431
Iowa	120	110
Kansas	119	126
Kentucky	957	978
Louisiana	149	148
Maine	45	56
Maryland	946	972
Massachusetts	489	483
Michigan	484	507
Minnesota	138	142
Mississippi	173	177
Missouri	146	160
Montana	18	17
Nebraska	77	88
Nevada	8	12
New Hampshire	61	65
New Jersey	327	328
New Mexico	40	36
New York	1,632	1,622
North Carolina	4,604	4,625
North Dakota	33	34
Ohio	846	882
Oklahoma	130	129
Pennsylvania	1,952	2,126
Rhode Island	79	83
South Carolina	582	607
South Dakota	31	33
Tennessee	2,008	2,005
Texas	346	362
Utah	57	61
Vermont	78	85
Washington	65	68
Alaska or Hawaii	45	44
West Virginia	1,756	1,802

TABLE 12 — Continued

Employed Instructional Personnel
By State In Which Last Degree Was Earned

STATE	1984-85	1985-86
Wisconsin	145	163
Wyoming	15	17
Washington D.C.	1,498	1,508
Foreign Colleges	86	102
Total degrees from Virginia	40,708	41,293
Total degrees from out of state	23,358	23,934

TABLE 13

Distribution of Instructional Personnel by Age

	1985-86		1984-85		1983-84		1982-83		1981-82	
AGE	Number	%	Number	%	Number	%	Number	%	Number	%
25 or less	3,887	5.8	3,818	5.8	3,910	6.0	4,368	6.8	5,383	8.3
26-30	8,327	12.5	9,009	13.8	9,913	15.4	11,046	17.2	12,273	19.0
31-35	12,427	18.6	12,862	19.7	13,335	20.7	13,632	21.2	13,492	20.9
36-40	13,685	20.5	12,856	19.6	11,903	18.5	10,923	17.0	10,070	15.6
41-45	10,162	15.2	9,247	14.1	8,426	13.1	7,726	12.0	7,250	11.2
46-50	6,925	10.4	6,584	10.1	6,184	9.6	5,974	9.3	5,854	9.1
51-55	5,372	8.1	5,394	8.2	5,290	8.2	5,169	8.1	4,989	7.7
56-60	3,756	5.6	3,661	5.6	3,534	5.5	3,519	5.5	3,431	5.3
61-65	1,402	2.1	1,405	2.2	1,439	2.2	1,459	2.3	1,427	2.2
Over 65	149	.2	150	.2	131	.2	122	.2	106	.2
Unknown	681	1.0	522	.8	376	.6	241	.4	278	.5
Total	66,773		65,468		64,441		64,181		64,553	

TABLE 14

Distribution Of Instructional Personnel By Total Years Of Professional Experience

	1985-86		1984-85		1983-84	
YEARS OF EXPERIENCE	Number	Percent	Number	Percent	Number	Percent
0	2,434	3.7	2,279	3.5	1,901	3.0
1-5	10,933	16.4	11,053	16.9	11,878	18.4
6-10	15,093	22.6	15,691	24.0	16,263	25.2
11-15	15,358	23.0	14,932	22.8	14,147	22.0
16-20	10,499	15.7	9,610	14.7	8,989	14.0
21-25	6,286	9.4	6,051	9.2	5,761	8.9
Over 25	6,170	9.2	5,852	8.9	5,502	8.5
Total	66,773		65,468		64,441	

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